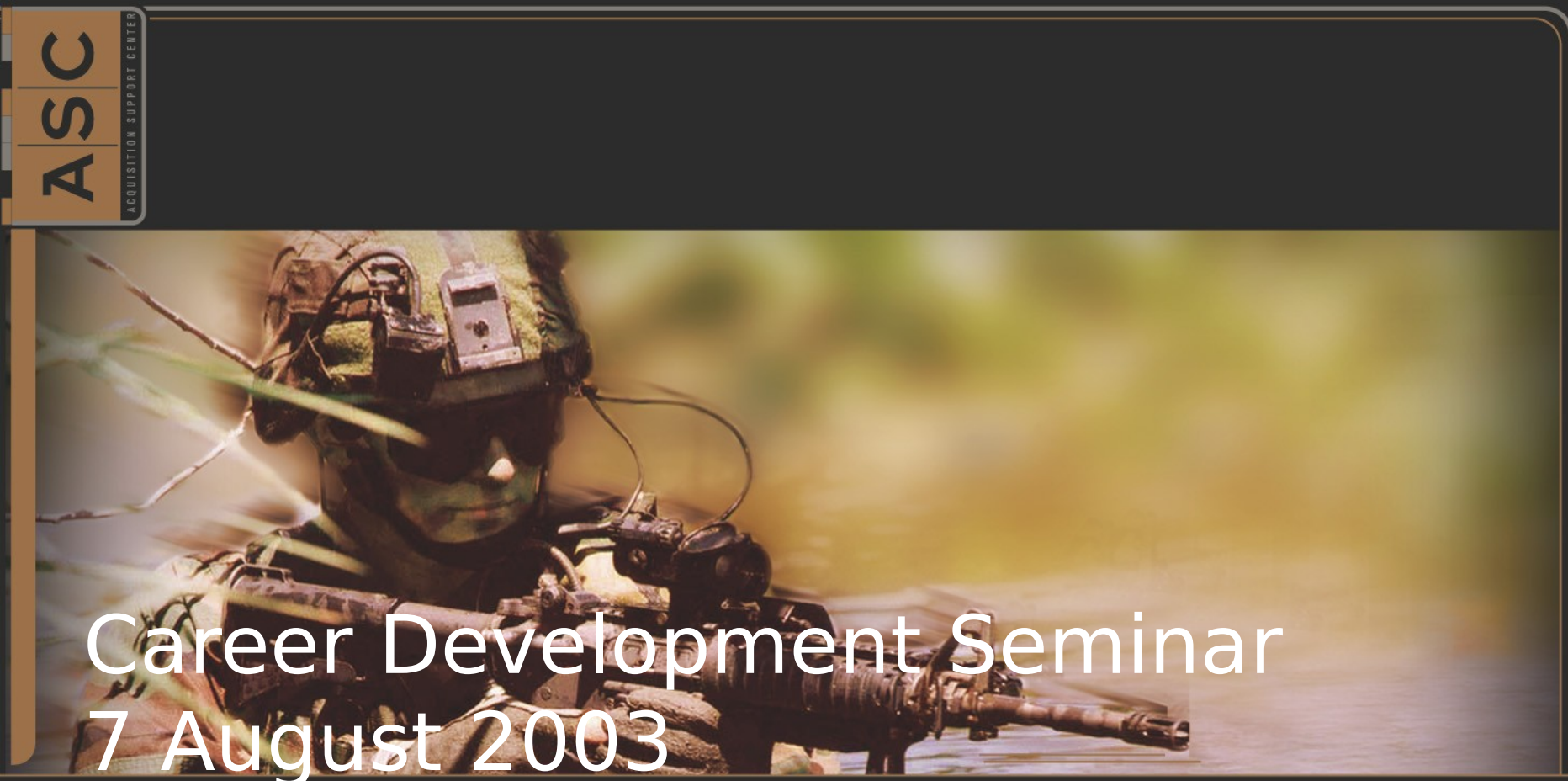


Career Development Seminar
7 August 2003

ACQUISITION SUPPORT CENTER
Southern/Western Region

AGENDA

- Mission, Vision, Background
- Workforce Management
- Responsibilities

ARMY ACQUISITION CORPS

Mission

Support Soldiers By Continually Improving Our Army's Combat Capability and By Developing the Critical Systems and Services that Enable Our Army to Meet its Non-Negotiable Contract to Fight and Win Our Nation's Wars.

Vision

The Premier Developer of a Strategically Responsive Force Armed With the Combat Capabilities to Dominate Across the Full Spectrum of Operations.

ACQUISITION SUPPORT CENTER

Mission

Support the Readiness of the Army's Warfighter By Developing a World Class Professional Acquisition Workforce, Effectively Acquiring and Stewarding Resources, and Providing Our Customers With the Best Possible Products and Services.

Vision

Recognized as the Premier Federal Acquisition Agency Providing Seamless Support to the Army Acquisition Community Through Superior Leadership, Professionalism, Quality, Competence and Commitment

Director's Philosophy

People, Teamwork, Partnership, Leadership:

"It's about people making a difference."

ACQUISITION SUPPORT CENTER

Functions

Provide Oversight of the Army Acquisition Corps and the Acquisition Workforce

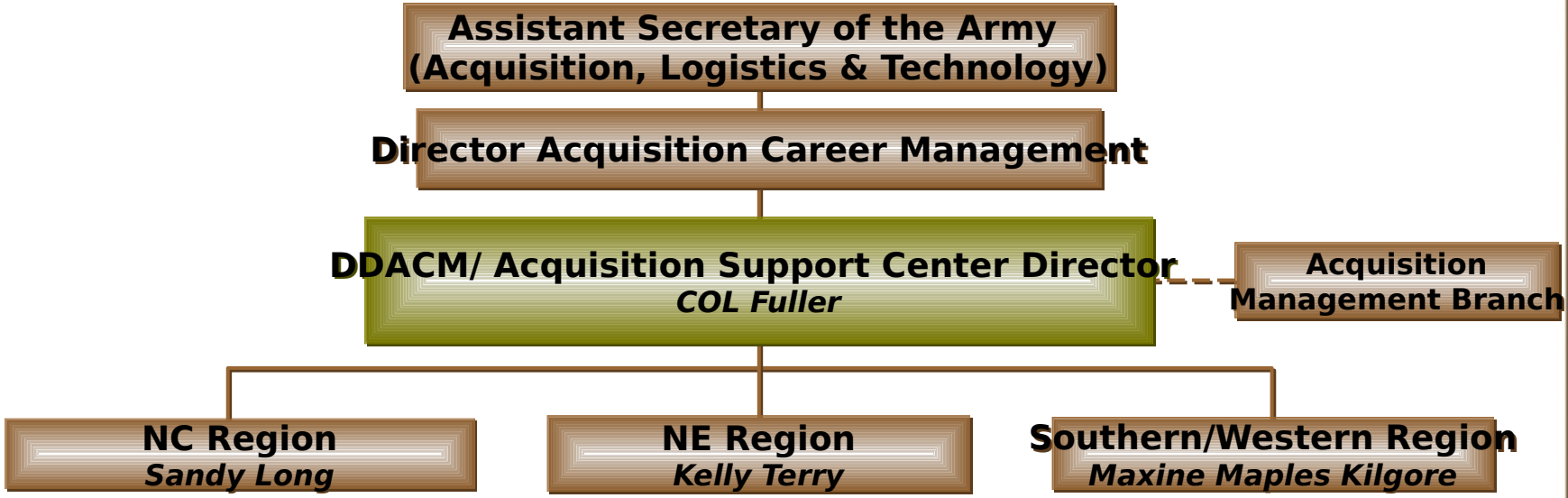
Communicate Mission and Vision of the Army Acquisition Corps

Provide MACOM-Level Support to PEOs in the Areas of Resource Management, Personnel Management and Force Structure

Plan, Program and Oversee/Execute Career Management Activities for the Army Acquisition Workforce (e.g., Policies, Training, Opportunities, Etc.)

Provide to the Army Acquisition Executive, Director of Acquisition Career Management, Assistant Secretary of the Army (Acquisition, Logistics and Technology) Staff and the Army Acquisition Community Policy, Guidance, and Support and Services Regarding Acquisition Issues and Initiatives

REGIONAL CUSTOMER SERVICE OFFICE FUNCTIONS



- Primary DACM Representative in Regions
- Senior Leadership Interface
- Acquisition Career Experience Program
- Certification Processing
- Corps Eligible (CE) Program
- Competitive Development Group (CDG) Program
- Implementation of AAC Career Management Policies
- Continuous Learning Points (CLP) Program
- Policy and Procedures Development
- Acquisition Career Record Brief (ACRB) Management and Updates
- Individual Development Plan (IDP) Assistance
- Regional AETE Training
- Acquisition Tuition Assistance Program
- Five Year Rotational Review of CAP Incumbents
- Road Shows/Site Visits
- Customer Assistance for CAPPMIS Issues
- Board Scrub and Preparation
- AAC and CAP Issues
- Manage RDAP Program

THE ACQUISITION, LOGISTICS AND TECHNOLOGY WORKFORCE

The AL&TWF is Made Up of Civilian and Military Professionals Who Work Throughout the Life Cycle of a System (i.e., “Cradle-to-Grave”).

Prior to FY 01	FY 02 and Beyond
Military: 2,000	Military: 1,800
Civilian: 23,000	Civilian: 56,000

- A 131% Growth in the AL&TWF Since FY01
- Additional Growth Anticipated
- (Facilities Engineering and Science and Technology Management Career Fields)

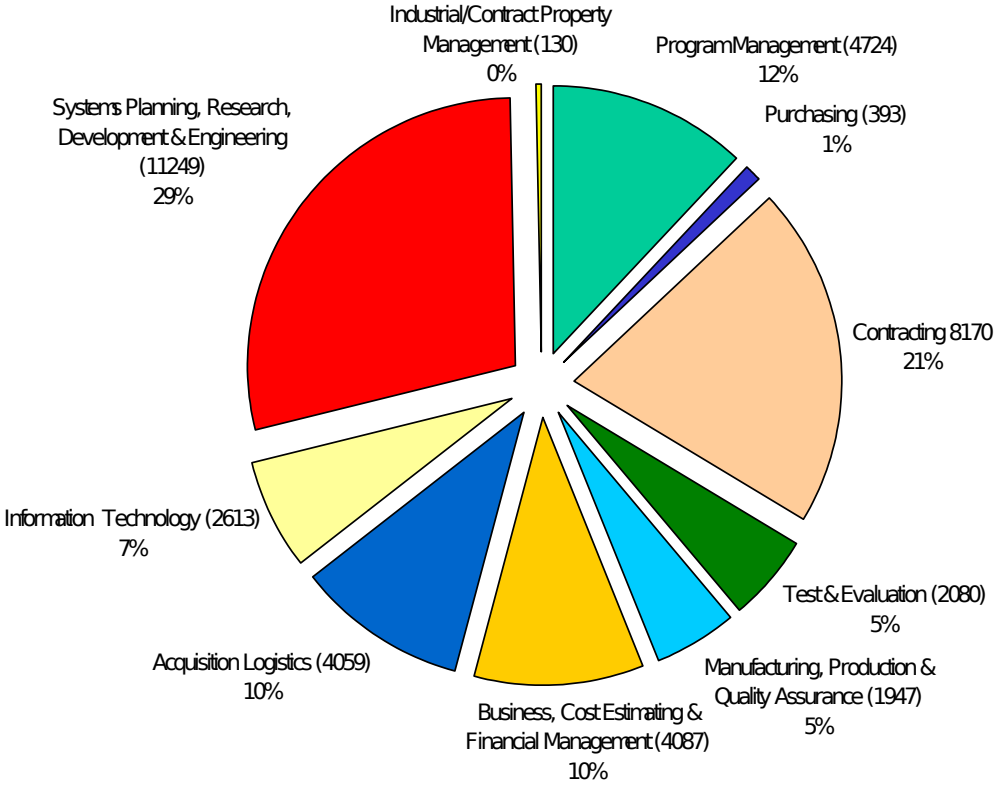
Current Top 10 By Population

1. Army Materiel Command
2. U.S. Army Corps of Engineers
3. U.S. Army Test & Evaluation CMD
4. Acquisition Support Center
5. U.S. Army Medical Research & Materiel Command
6. U.S. Army Forces Command
7. U.S. Army Training and Doctrine Command
8. U.S. Army Space and Missile Defense Command
9. U.S. Army Reserve Command
10. Other Field Operating Agencies of the Army Staff

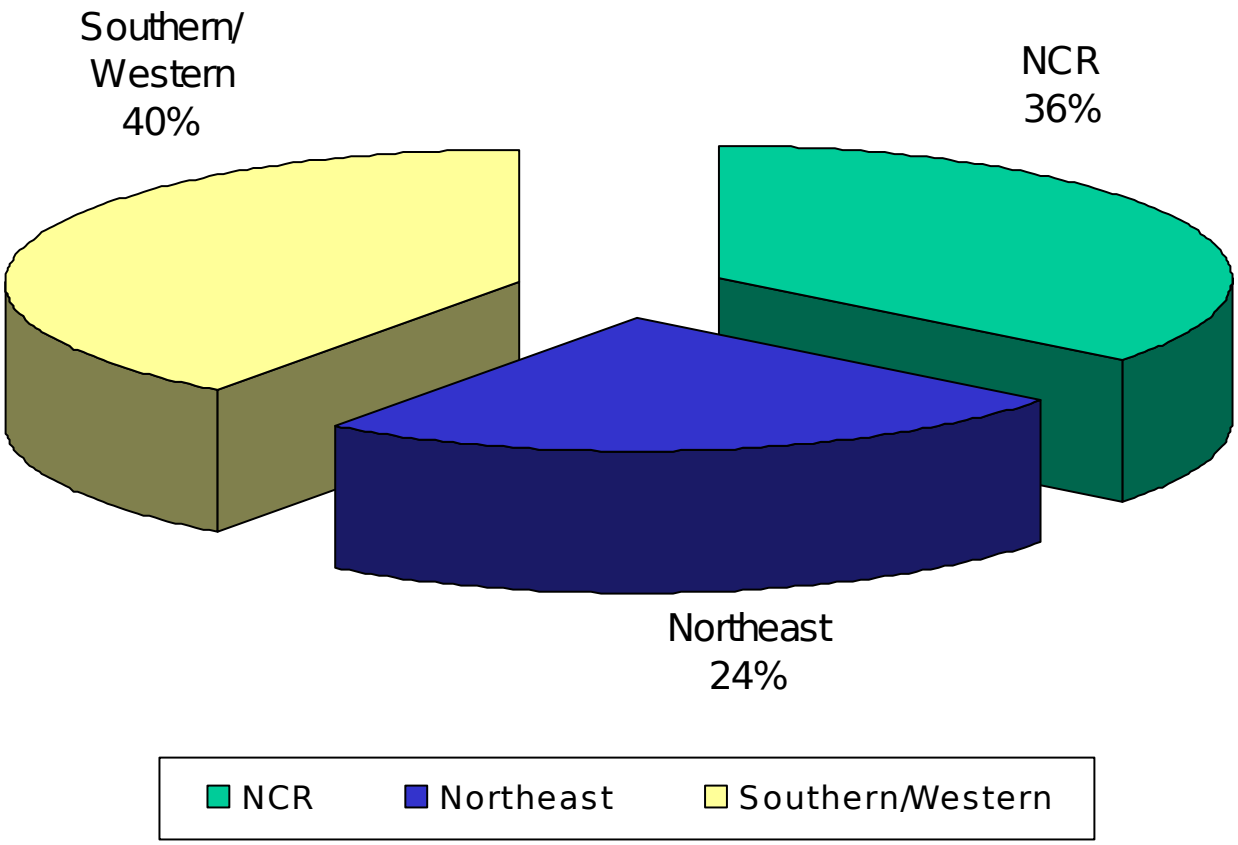
(OA - 22)

SNAPSHOT – THE ACQUISITON, LOGISTICS & TECHNOLOGY WORKFORCE (AL&TWF)

The A&TWF is Made Up of Civilian and Military Professionals Who Work Throughout the Life Cycle of a System, i.e., “Cradle to Grave.”



WORKFORCE BY REGIONS



MANAGER AND EMPLOYEE TOOL KIT

- Regional Customer Support Office
  - Director
  - Regional Acquisition Career Managers (ACMs)
  - PERSCOM ACMs
- Acquisition Career Management Advocate (ACMA)
- Online Department (ASC and Southern/Western Region Websites)
- PUBLICATIONS
  - Army AL&T Magazine
  - AL&TWF Newsletter
  - AET&E Catalog
  - Career Management Handbook

MANAGER/SUPERVISOR RESPONSIBILITIES

- Designate Positions as AL&TWF IAW Refined Packard Definition and Notify CPAC/CPOC and Employees.
- **Execute Individual Development Plans (IDPs) In Partnership With Employees**
- **Encourage and Support Your Employee's Career Development**
- Ensure Employees Meet Position Certification and Continuous Learning Requirements
- Ensure Employees Meet CLP Requirements During Two-Year Cycle
- Approve Continuous Learning Points (CLPs) for Completed Training
- Participate in the Acquisition Certification Review Process
- **Develop and Mentor Employees for Future Leadership Positions**

EMPLOYEE RESPONSIBILITIES

- Know the Acquisition Position Category (APC) of Your Position
- Understand the Certification Requirements for Your Position
- Prepare and Maintain Your ACRB and IDP
- Achieve Acquisition Certification for your Current Position
- Accomplish Continuous Learning Policy Mandate
- **Understand Corps Eligible and AAC Membership Requirements – Apply When Eligible!**
- **Develop Leadership Skills and Apply for Future Leadership Positions**
- **Be Aware of What Opportunities the AL&TWF Can Provide**

Employee is Ultimately Responsible for Their Career!!

We've Got You Covered !

Southern/Western Region